

Idaho Organization Of Resource Coun

Executive Director / CEO

EIN 465310102
 ID · NTEE C34
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Irene Ruiz, Executive Director / CEO** (\$66,838) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

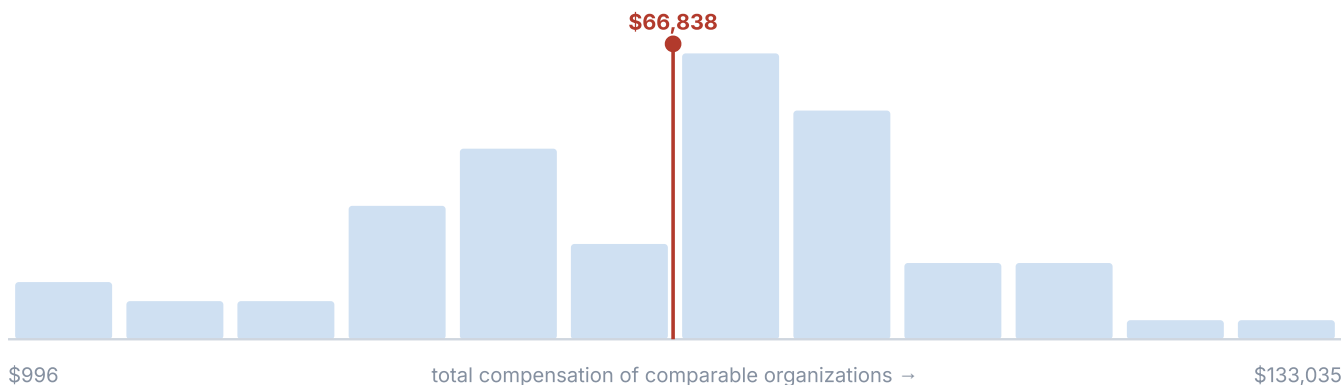
Benchmarked executive: Irene Ruiz — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C34).
BUDGET	Total revenue between \$259,747 and \$581,524 — 0.67x to 1.50x the subject's \$387,683 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,246	\$47,370	\$70,847	\$81,833	\$95,151	\$66,838
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to ID cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Open Space Cncl For The St Louis Region	MO	\$391,754	Executive Dir.	\$43,260	\$41,836	2024
Vinalhaven Land Trust Inc	ME	\$394,562	Executive Di	\$77,874	\$73,303	2023
The Opacum Land Trust Inc	MA	\$380,146	Executive Di	\$67,164	\$56,736	2023
Ohio Land Bank Association	OH	\$396,642	Executive Di	\$86,884	\$86,505	2023
Kennebunk Land Trust	ME	\$375,736	Executive Director	\$82,161	\$75,119	2024
California Climate Action Now	CA	\$373,060	Can Directr	\$135,000	\$106,439	2024
Archangel Ancient Tree Archive	MI	\$403,111	Executive Di	\$85,000	\$80,107	2024
Hilltown Land Trust Inc	MA	\$409,978	Executive Director	\$1,979	\$1,624	2024
International Rocky Mountain Stage Stop	WY	\$363,097	Race Director	\$35,333	\$35,566	2023
The Public Trust Environmental Legal Institute Of Florida Inc	FL	\$359,868	Executive Director	\$111,950	\$96,026	2024
Cacapon And Lost Rivers Land Tr Inc	WV	\$419,733	Executive Director	\$83,100	\$82,154	2024
Agricultural-natural Resources Trust	CA	\$421,733	Executive Dir.	\$90,405	\$73,384	2023
Boulder Climbing Community	CO	\$421,952	Executive Dir.	\$93,500	\$81,862	2024
Taos Land Trust	NM	\$422,542	Executive Di	\$77,377	\$78,233	2023
Bear-paw Regional Greenways	NH	\$350,074	Executive Director	\$71,790	\$60,525	2024
River Fields Inc	KY	\$349,378	President And Ceo	\$76,161	\$76,918	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Croix International Waterway Commission	ME	\$427,550	Executive Director	\$50,526	\$47,560	2023
Mother Lode Land Trust	CA	\$430,183	Executive Dir.	\$60,000	\$47,306	2024
Southeast Alaska Land Trust	AK	\$435,491	Executive Di	\$90,180	\$81,047	2023
Red River Gorge Climbers' Coalition Inc	KY	\$339,182	Executive Director	\$72,958	\$71,570	2024
Manada Conservancy	PA	\$438,318	Executive Di	\$78,938	\$73,999	2023
Center For Whole Communities Inc	VT	\$336,563	Sr Strategist	\$86,918	\$79,879	2024
Kent Land Trust Inc	CT	\$335,603	Executive Director	\$48,750	\$41,735	2024
Bolsa Chica Land Trust	CA	\$331,328	Executive Dir.	\$67,644	\$54,908	2023
Kinnickinnic River Land Trust Inc	WI	\$445,399	Executive Director	\$42,500	\$40,527	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to ID cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT 66 organizations. Compensation range \$996–\$133,035; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$387,683); for reference, expenses \$192,916 and assets \$264,536. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Irene Ruiz, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	44 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	42 nd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Irene Ruiz) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 66 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,838 is reasonable (approximately the 44th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.